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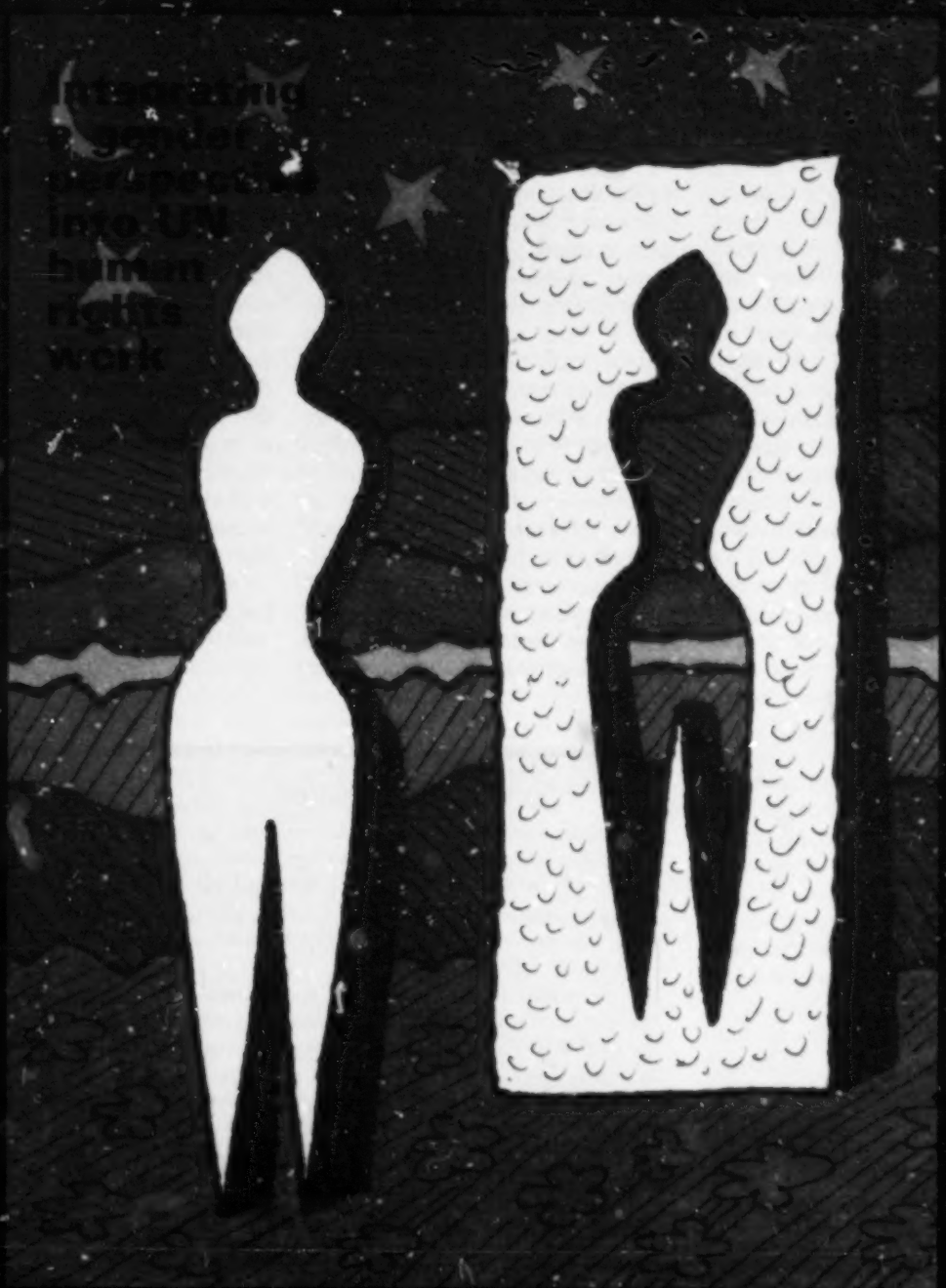

Integrating gender perspectives into UN human rights work

Integrating a gender perspective into UN human rights work

INTRODUCTION

The year 1998 marked the fiftieth anniversary of adoption of the Universal Declaration of Human Rights. The first international instrument to describe the rights and freedoms of individuals in detail, the Universal Declaration contains 30 articles covering the integrity of the individual, political and civil rights (such as freedom of thought, expression, religion, association and access to the political process) and economic, social and cultural rights (such as the right to employment, education, social security and full participation in society). It recognizes that human rights are applicable to every person, everywhere, "without distinction of any kind such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

Since its adoption, the United Nations has worked to translate the principles of the Universal Declaration into international treaties that protect specific rights. Today over 60 human rights treaties address concerns such as slavery, genocide, humanitarian law, the administration of justice, religious intolerance, discrimination and the status of refugees and minorities. Six of these treaties are considered to be the core human rights treaties.

Adherence to the international standards established in the core treaties is monitored by treaty bodies or committees. However, Governments must ratify these treaties before the principles and standards of these instruments apply to them.

In periodic reports to the monitoring committees, Governments that have become States parties outline the legislative, judicial and administrative measures taken to ensure that their policies and practices conform to treaty principles. Each committee has developed its own working methods for reviewing States parties' reports. However, there are certain similarities of approach, with each treaty body considering reports through a process of "constructive dialogue" with States parties. Most also adopt concluding comments or observations after their review of reports. The committees summarize their views on progress in the implementation of the treaty and point out where further work is required. In addition, except for the CAT and the CRC, the treaty bodies produce "general comments" or "general recommendations" which elaborate the meaning of particular articles of their respective treaties or explore cross-cutting issues raised in the treaty.

CERD, the HRC and the CAT are also authorized to accept individual communications or complaints from citizens of States that have ratified the respective provisions concerning individual complaints. In addition, the CAT is empowered to make inquiries in cases where it receives reliable information which appears to contain well-founded indications that torture is being systematically practised in the territory of a State party.

In spite of the extensive work of the treaty regime to monitor compliance with the obligations set out in the human rights treaties, many

Core UN human rights treaties

- *International Covenant on Economic, Social and Cultural Rights* (adopted in 1966/entered into force 1976); monitored by the Committee on Economic, Social and Cultural Rights (CESCR)
- *International Covenant on Civil and Political Rights* (adopted in 1966/entered into force 1976); monitored by the Human Rights Committee (HRC)
- *International Convention on the Elimination of All Forms of Racial Discrimination* (adopted in 1965/entered into force 1969); monitored by the Committee on the Elimination of Racial Discrimination (CERD)
- *Convention on the Elimination of All Forms of Discrimination against Women* (adopted in 1979/entered into force 1981); monitored by the Committee on the Elimination of Discrimination against Women (CEDAW)
- *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment* (adopted in 1984/entered into force 1987); monitored by the Committee against Torture (CAT)
- *Convention on the Rights of the Child* (adopted in 1989/entered into force 1990); monitored by the Committee on the Rights of the Child (CRC)

women's human rights groups have expressed dissatisfaction with the extent to which women's human rights are being taken into account by all of the core treaties, pointing out that women's rights are largely being taken up by the Committee on the Elimination of Discrimination against Women. Non-governmental organizations (NGOs), therefore, at the World Conference on Human Rights held in Vienna in 1993 stressed the centrality of the United Nations treaty bodies in the achievement of human rights for all. They also drew attention to the human rights of women and called for their integration into the work of all human rights treaty bodies. Lobbying for this approach contributed to getting these principles reflected in the final agreements reached at Vienna.

In September 1995, the Fourth World Conference on Women reiterated the importance of the work of the human rights treaty bodies and their role in the achievement of gender equality. The Beijing Platform for Action adopted at that Conference refined the conclusions of the Vienna Programme of Action with regard to the treaty bodies. The Platform stated, "If the goal of full realization of human rights for all is to be achieved, international human rights instruments must be applied in such a way as to take more clearly into consideration the systematic and systemic nature of discrimination against women that gender analysis has clearly indicated" [para. 222]. It called on human rights treaty bodies to ensure "the implementation of the recommendations of the World Conference on Human Rights for the full integration and mainstreaming of the human rights of women" [para. 231 (b)] and "collaboration and coordination of the work of all human rights bodies and mechanisms to ensure that the human rights of women are respected" [para. 231 (f)].

"Treaty monitoring bodies should include the status of women and the human rights of women in their deliberations and findings, making use of gender-specific data. States should be encouraged to supply information on the situation of women de jure and de facto in their reports . . . Steps should also be taken [by the Secretariat] to ensure that the human rights activities of the United Nations regularly address violations of women's human rights, including gender-specific abuses."

Vienna Declaration and Programme of Action, 1993

Five years after the Vienna Conference and three years since Beijing, this issue of ***women***2000 focuses on the response of what are frequently referred to as the "mainstream" human rights treaty bodies to the directive to integrate or mainstream the human rights of women into their work.[1] The term "mainstream" is used to refer to those treaty bodies which are serviced by the Office of the High Commissioner for Human Rights in Geneva and which generally meet at Geneva. The "mainstream" human rights treaty bodies are charged with the oversight of the five "general" treaties—the International Convention on the Elimination of All Forms of Racial Discrimination, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the Convention on the Rights of the Child. The analysis concentrates on the process of review of States parties' reports, and is drawn from a report prepared by the United Nations Division for the Advancement of Women (DAW) for the meeting of chairpersons of the human rights treaty bodies following a request made in September 1997 (HRI/MC/1998/6).

TOWARDS INTEGRATING A GENDER PERSPECTIVE

In this issue of ***women***2000 we review the work of each treaty body in terms of how far it has considered gender issues in its dialogue with States parties when considering their reports and in the concluding observations/comments made on each report. We also look at whether gender issues have been incorporated into general comments or recommendations on the articles or themes of each treaty. We do not consider the work of the committees under complaints procedures, but where individual treaty bodies have special procedures, such as the Committee on the Elimination of Racial Discrimination's "early warning" procedure or the Committee against Torture's inquiry procedure, we assess progress in integrating gender issues into these proce-

Defining "gender"

"Gender" refers to socially constructed roles of women and men ascribed to them on the basis of their sex, whereas the term "sex" refers to biological and physical characteristics. Gender roles depend on a particular socio-economic, political and cultural context, and are affected by other factors, including age, race, class and ethnicity. Gender roles are learned, and vary widely within and between cultures. Unlike a person's sex, gender roles can change. Gender roles help to determine women's access to rights, resources and opportunities.

"Implementation of the outcome of the Fourth World Conference on Women", A/51/322, paras. 7-14

dures. The interaction of the "mainstream" treaty bodies with the Committee on the Elimination of Discrimination against Women is also reviewed. Finally, suggestions are made for further action to ensure the integration of a gender perspective in the work of these committees.

COMMITTEE ON THE ELIMINATION OF RACIAL DISCRIMINATION (CERD)

CERD is the 18-person treaty body established to monitor the implementation of the Convention on the Elimination of All Forms of Racial Discrimination. The Convention does not explicitly refer to its applicability on the basis of non-distinction on the grounds of sex, but it is grounded in the Universal Declaration of Human Rights (UDHR), and thus its provisions are applicable to women as well as men.

The Beijing Platform for Action highlights the vulnerability of women to multiple discrimination in several of its critical areas of concern, including education and training, health, violence, armed conflict, participation in decision-making and in the economy, and human rights. Women can experience discrimination because of their gender roles, and also because of their race, ethnicity or national origin.

CERD has taken no decision to amend its reporting guidelines to incorporate gender and its current guidelines do not request States parties, in reporting, to disaggregate data and information by sex. However, the Committee has paid some attention to gender in its work.

Among the main areas of concern raised by Committee members in review of States parties' reports are legislative and constitutional provisions, including the definition of "racial" discrimination, and "minority" groups; discrimination against foreigners, especially foreign workers; the conduct of law enforcement officials and security forces in specific situations; militarization of society; the situation of refugees and displaced persons; operation of the legal system; discrimination in education, employment and with regard to access to health care; treatment of children; statistics on demographic composition, collection of social indicators, and data disaggregated on the basis of ethnicity; specific forms of discrimination such as caste systems and xenophobia; the role of the mass media; poverty; structural discrimination and affirmative action; and the impact of economic policies such as structural adjustment.

Approximately 10 per cent of the Committee's concluding observations address gender issues or women's concerns, including, for example, treatment of foreign women working as domestic servants, maternal health care, marriage and family laws, nationality laws, impunity for violations of women's human rights, education of girls, exploitation of prostitution, sexual violence, including rape, and deaths of women civilians during armed conflict, refugee women and asylum seekers.[2]

There are also instances where Committee members have addressed the situation of women generally in the reporting State, rather than the situation of women as a specific group.[3] The Committee has also considered the intersection of gender and race on several occasions.

In considering the report of the United Kingdom (Hong Kong),[4] the Committee noted with concern the operation of the "two-week" rule, pursuant to which foreign workers cannot remain in Hong Kong more than two weeks after the expiration of their employment contract, thus leaving workers vulnerable to abusive employers. Female Filipino foreign domestic workers were identified as the most vulnerable group, and the Committee noted that the rule "appears to have discriminatory aspects under the terms of the Convention".

In its concluding observations with regard to Kuwait (August 1993), the Committee expressed concern about the treatment of "foreign domestic servants", and recommended that the State party take steps to guarantee the enjoyment by individuals belonging to vulnerable groups of foreigners, including foreign domestic servants, of the rights enshrined in the Convention.[5]

In its review of the report of the United Arab Emirates in 1995, the Committee identified the allegations of ill-treatment of foreign workers, including women domestic servants of foreign origin, as a principal subject of concern, and recommended that the State party "show the utmost diligence in preventing acts of ill-treatment being committed against foreign workers, especially foreign women domestic servants, and take all appropriate measures to ensure that they are not subjected to any racial discrimination"[6] (emphasis added).

The United Nations Development Fund for Women (UNIFEM) and the (then) Centre for Human Rights organized an expert group meeting on the development of guidelines for the integration of a gender perspective into United Nations human rights activities and programmes. This meeting, held from 3 to 7 July 1995 in Geneva, contributed to strengthening understanding of the gender dimensions of human rights.

Report of the expert group meeting on the development of guidelines for the integration of gender perspectives into human rights activities and programmes, E/CN.4/1996/105

In considering the report of The former Yugoslav Republic of Macedonia,[7] the Committee expressed concern at the low levels of participation of Albanian girls in rural areas in secondary and higher education. In so doing, the Committee identified several factors leading to discrimination, namely, nationality and location in rural areas, in conjunction with gender.

General recommendations of CERD

The Committee has adopted 23 general recommendations.[8] Issues addressed in the recommendations include refugees and displaced persons; the rights of indigenous peoples; training of law enforcement officials in the protection of human rights; the situation of non-nationals; and article 1 (1) of the Convention, which contains its definition of racial discrimination.

Although several of these topics are of particular relevance to women, no recommendation takes gender expressly into account. General recommendation XVIII, on the establishment of an international tribunal to prosecute crimes against humanity, considered that a tribunal with general jurisdiction should be established to prosecute various crimes, including rape, but the general recommendation does not expand on the issue of sexual violence against women, including rape.

Early warning procedure

In 1993, the Committee developed an "early warning" procedure. Using this procedure, the Committee examines the situation in a State party where it considers that there is particular cause for concern based on actual or potential circumstances in that State.[9] A sample review of the work of the Committee under this procedure indicates that it did not consider gender-based violations of rights or violations of the rights of women in Rwanda, Bosnia and Herzegovina, and the Federal Republic of Yugoslavia (Serbia and Montenegro), which were among the countries examined by CERD under the early warning procedure.[10]

Next steps for CERD

CERD is increasingly recognizing that in some cases gender is an important factor in its work. However, it does not systematically take account of gender issues.

In order to ensure the full integration of gender into its work in accordance with the Vienna Declaration and Programme of Action, CERD should request that all data provided by States parties on racial/ethnic groups be disaggregated by sex so that it can evaluate disadvantages that women of specified racial or minority groups encounter when compared to men of the same group. It could also address the following factors in its work:

- The extent to which remedies, including compensation, are available for the types of discrimination that women of specified racial groups may suffer, and the extent to which these women are able to gain access to complaints mechanisms and remedies;
- The steps taken to ensure that women of specified racial groups are informed of their rights;
- The extent to which the legislative prohibitions relating to racial discrimination are sensitive to gender-based acts of racial discrimination;
- The extent to which investigatory mechanisms give investigation of racial discrimination against women priority equal to that given acts of racial discrimination against men;
- Access to public places (e.g., India report—access to public places such as "wells") and denial of, or obstacles to, access by women of specified racial groups;
- Portrayal of women from specified racial groups and the extent to which these are constructed for purposes of anti-racial/ethnic propaganda and to incite ethnic hatred (e.g., the way Tutsi women were portrayed as evil temptresses and spies during the genocide in Rwanda);
- Ethnic/gender-based violence against women, such as rape and sexual violence perpetrated against women of an ethnic group, forced pregnancy, "ethnic cleansing" etc.;
- Trafficking in women of specified racial groups.

The Committee on Racial Discrimination has addressed dual legal systems in relation to marriage, inheritance and succession laws," and has pointed out that dual systems "can lead to unequal treatment between Blacks and Whites", or cause "serious discrepancies in the system applicable to white, coloured and black people". The Committee has not commented on the effect of dual systems of law on the situation of women compared to men in specified groups.

The United Nations Population Fund (UNFPA), in collaboration with the UN Division for the Advancement of Women and the Office of the United Nations High Commissioner for Human Rights, organized a round table in December 1996, "Human Rights Approaches to Women's Health, with a Focus on Reproductive and Sexual Health Rights", for experts from all of the human rights treaty bodies.

Summary of Proceedings and Recommendations of the Round Table has been published by the UNFPA. It is also available on the UNFPA's Web site (http://www.unfpa.org).

COMMITTEE AGAINST TORTURE (CAT)

The CAT is the 10-member treaty body that monitors the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. As with CERD, the Convention does not refer explicitly to non-distinction on the basis of sex. However, like CERD, the CAT is grounded in the Universal Declaration of Human Rights, which guarantees rights on the basis of non-distinction.

"Torture" means any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person for such purposes as obtaining from him or a third person information or a confession, punishing him for an act he or a third person has committed or is suspected of having committed, or intimidating or coercing him or a third person, or for any reason based on discrimination of any kind, when such pain or suffering is inflicted by or at the instigation of or with the consent or acquiescence of a public official or other person acting in an official capacity.

Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, article 11

Not all violence against women constitutes torture within the meaning of the Convention, but two of the critical areas discussed in the Platform for Action, violence against women, and women and armed conflict, raise concerns that are pertinent to the Convention and the work of the Committee.

Major areas addressed by the Committee in its concluding comments include: remedies for victims of torture including compensation and rehabilitation; legislative provisions, including definitions of the offences; specific methods of torture or inhuman or degrading treatment or punishment; training for public officials and other relevant personnel; mechanisms to investigate, prosecute and punish torture; conditions in police detention; treatment of asylum seekers; independence of the judiciary; fair trial and due process issues; amnesty/impunity laws; discriminatory treatment of specified groups; complaints mechanisms; cooperation with NGOs; and monitoring mechanisms.

The Committee's consideration of the situation of women or gender issues during its dialogue with States parties has concerned: rape and sexual offences; segregation of male and female prisoners; and the situation of pregnant women.

Most cases of torture or ill-treatment against women raised by the Committee involve rape, sexual assault or some form of sexual humiliation.[12] Some Committee members have expressed the view that rape constitutes torture. In the consideration of the report of Mexico in 1997,[13] a member stated that rapes of arrested persons by policemen constitute, by definition, acts of torture. Ukraine has been questioned as to whether rape was viewed as an act of torture.[14]

During the Committee's thirteenth session in 1996, the segregation of prisoners was raised with Peru, Libya and Morocco.[15] The issue of the needs of women with regard to their reproductive function has also been raised,[16] but the emphasis was on the well-being of the foetus.

Committee members have either asked specific questions or made comments focusing on women or gender issues in approximately one fourth of the reports considered over a five-year period, during which the situation in approximately 60 different States parties was examined. But, notably, none of the Committee's concluding comments made reference to the situation of women.

Inquiry procedure

Article 20 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment provides for the investigation of well-founded indications of the systematic practice of torture in a State party. Although the procedure is confidential, it may result in the conclusion of a summary account of its application in the Committee's annual report to the United Nations General Assembly. The Committee's two published reports under this procedure relate to Turkey and Egypt.[17] In the case of Turkey, the Committee recommended that women prisoners be transferred from a particular prison to another, but raised no other gender-based torture concerns. There is no reference to women in the Committee's report on Egypt.

Next steps for the CAT

Members of the CAT recognize that women are subjected to gender-specific forms of torture and ill-treatment, and have raised pertinent gender issues during the constructive dialogue with States parties, but such concerns have not been reflected in the Committee's concluding comments. The Committee's summary records are much less accessible and widely distributed than its concluding comments, and accordingly the Committee's gender specific concerns receive less visibility than other matters addressed by the Committee in its concluding comments. The Committee could seek to raise these in the concluding comments, as well as in dialogue with States parties.

The Committee may also wish to expand the lines of inquiry on gender-specific issues that fall within the scope of the Convention and pursue, for example, the extent to which legislative prohibitions of torture cover gender-based acts such as sexual violence, genital mutilation, scien-

tific experimentation etc.; the extent to which sensitivity to gender-specific acts of torture has been incorporated into information, education and training regarding the prohibition of torture, and its impact on women, for all relevant officials; the extent to which investigatory mechanisms recognize the gravity of acts of torture committed against women, especially those of a sexual nature, and give investigation of such acts priority equal to that given to such acts committed against men; the recognition of gender-based persecution as torture and thus as a basis for non-refoulement; the extent to which women subjected to torture and ill-treatment have effective access to complaints mechanisms and remedies, including gender-sensitive rehabilitation and compensation; and the steps taken to ensure that compensation is provided for the dependants of (male) victims of torture, who are frequently women.

Currently, the Committee's focus, both during the dialogue with States parties and in concluding comments, is directed strictly at the actions of public officials. Consequently, the violent treatment to which women are frequently subjected in their homes and their communities, which includes harmful traditional practices, goes without comment. The Committee could now consider the question of the responsibility of the State to prevent, and to take action in response to, acts carried out by persons in their private capacity.

HUMAN RIGHTS COMMITTEE (HRC)

The 18-member HRC monitors implementation of the International Covenant on Civil and Political Rights (ICCPR). Article 2 of the ICCPR states that the rights in the treaty apply to individuals without distinction on the basis of sex and other grounds. This is reinforced by article 3, which establishes States parties' obligation to ensure the equal right of women and men to the enjoyment of the rights contained in the Covenant. Article 26 guarantees all persons equality before the law and equal protection of the law, without distinction on the basis of sex and other grounds. Articles 4, 6, 23 and 24 also contain specific references to women, or sex-based non-discrimination.

The Committee amended its reporting guidelines in 1995, requesting States parties to include information on factors affecting the equal enjoyment of rights by women under each of the articles of the Covenant.[18]

In 1995, in follow-up to the Vienna Declaration and Programme of Action, the Committee stressed that the lists of issues to be dealt with during the Committee's consideration of States parties' reports should systematically include practical matters concerning equality of status and the human rights of women.[19]

The Committee consistently raises issues affecting women's enjoyment of their human rights, often in considerable detail, and with regard to various rights protected under the Covenant.[20] With the exception of those relating to the United Kingdom–Hong Kong on the transfer of sovereignty to China, and Azerbaijan, almost all concluding comments address the situation of women in the reporting State.

The Committee's concluding comments also address structural and systemic gender issues that affect women's enjoyment of their human rights. Examples include the Committee's identification, under "factors and difficulties impeding the application of the Covenant", of traditional concepts of the different roles of the sexes,[21] or the survival of certain traditions and customs, and outdated laws, as an obstacle to equality of women and men.[22] Similar issues have been identified as principal subjects of concern in many reporting States.[23]

While many issues are considered on a case-by-case basis, the Committee routinely raises the issues of inequality and discrimination in employment, including equal remuneration;[24] access to public service and participation in public affairs;[25] inequality in family and marriage;[26] and violence against women, including female genital mutilation and trafficking.[27]

In considering the report of Peru, the Committee expressed concern that abortion gave rise to a criminal penalty even if a woman was pregnant as a result of rape, and that clandestine abortions were the main cause of maternal mortality. The Committee noted that "those provisions not only mean that women are subject to inhumane treatment but are possibly incompatible with articles 3, 6 and 7 of the Covenant". It consequently recommended the revisions of Peru's civil and penal code, as Peru "must ensure that laws relating to rape, sexual abuse and violence against women provide women with effective protection and must take the necessary measures to ensure that women do not risk their life because of the existence of restrictive legal provisions on abortion".[28]

In considering Colombia's report, the Committee noted that violence against women remained a major threat to their right to life and needed to be more effectively addressed. It expressed concern at the high mortality rate of Colombian women resulting from clandestine abortions, and recommended that priority be given to protecting women's right to life by taking effective measures against violence against women and by ensuring access to safe contraception.[29]

The Committee's assessments in its concluding comments are not usually linked to particular provisions of the Covenant, but in considering

Human Rights Committee considers women's rights and gender issues

- Legal status of women, including constitutional guarantees of equality, legislation on the equal status of women, reform of family codes, criminal law, and criminalization of women forced into prostitution;
- Equality before the law, including interpretation of laws, e.g., doctrine of provocation and complaints mechanisms;
- National machinery to promote women's equality;
- Violence against women, including domestic/family violence, investigation of rape and sexual assault, punishment for perpetrators of rape or abduction of women, rape in marriage, female genital mutilation, dowry and dowry-related violence, sati, self-immolation of widows, remedies for women victims of violence, rehabilitation of women victims of sexual violence and provision of crisis centres/shelters for women;
- Enforcement of strict dress requirements for women in public places and inhuman punishment for breach of these requirements;
- Discrimination against girls, including prenatal sex selection and infanticide of females, preference for male children, and marriage age of girls;
- Gender-stereotyping, and traditions and customs impeding equality;
- Discrimination against women in employment, including equal remuneration for equal work, employment opportunities, sexual harassment in the workplace, regulation of wages for domestic work, women workers in free trade zones/export processing zones and discrimination against workers with family responsibilities;
- Discrimination in education, including illiteracy, and in access to higher education;
- Health of women, including life expectancy, maternal mortality, illegal abortion, criminalization of abortion without exception, and availability of contraception;
- Participation of women in public life, including voting;
- Family rights and responsibilities, including polygamy, forced marriage, rights of young single mothers, application of customary laws in areas such as personal status, marriage, divorce and inheritance, and variations in punishment for adultery for women and men;
- Enforcement of personal laws based on religion;
- Women in detention, including detention of women and men in the same cells, imprisonment of women for offences resulting from unwanted pregnancies, treatment of female detainees and rape of women in custody;
- Rights of women in the areas of family, including divorce, inheritance, property, departure from the country, acquisition of nationality, commercial activities and enjoyment of civil and political rights;
- Trafficking in women, including assistance to trafficked women;
- Affirmative action;
- Poverty, including households headed by single women;
- Public education on equality of women and men;
- Data collection regarding the situation of women and men;
- Training of public officials.

several reports, including those of Colombia and Peru, it suggested that certain laws and practices were incompatible with several of its articles, including articles 3, 6 and 7. The Committee has also identified discrimination against women in conjunction with laws which may restrict the right to leave the country for spouses in the absence of the consent of the husband.[30] Although the Committee considered this (and other) provisions to be incompatible with articles 3 (and 23) of the Covenant, it did not address the relationship of article 3 to article 12 (freedom of movement).

The HRC's general comments

The Committee has adopted 26 general comments. General comment 18 addresses non-discrimination, and references to gender issues are included in general comments 4 (on article 3) and 19 (on marriage and the family).

The Committee is updating its general comment on article 3, concerning women's equal right to the enjoyment of all the rights covered by the Covenant. The revision of the general comment on article 3 provides an opportunity to link the obligation in article 3 with all other substantive provisions of the Convention and to explain the gender dimensions of these provisions.

The Committee's sensitivity to the impact of gender on the enjoyment by women of their human rights remains to be reflected more systematically in all its general comments. Revision of other general comments could be considered and could incorporate the Committee's pronouncements in its concluding comments on, for example, women's right to life (article 6) and freedom from torture (article 7). The Committee's work on other general comments, including on article 12 (freedom of movement), could also reflect gender issues raised by the Committee in the report review. The HRC should also take advantage of simultaneous elaboration by it and the Committee on the Elimination of Discrimination against Women (CEDAW) of comments on similar issues.[31]

Next steps for the HRC

Some of the further issues the Committee could consider include:

- The extent to which obstacles to the right to life include threats that are particular to women, such as harmful traditional and customary practices, or threats stemming from women's reproductive function, such as reproductive health care;
- The extent to which sexual abuse, rape and violence against women committed as acts of war or in armed conflict constitute torture and/or ill-treatment;
- The extent to which de facto restrictions are placed by family members on women's exercise of freedom of movement rights, either within the country, or in terms of leaving the country, and the impact of such restrictions on other rights, such as rights concerning political participation (article 25);
- Restrictions on women's rights in public life, including requirements that women receive consent for political participation from husbands or male relatives, and harassment of politically active women;
- Persecution of women because of family relationships;
- Recognition of persecution to include sexual abuse, harassment, genital mutilation and other gender-based oppression;
- Respect for women's reproductive rights as a privacy issue;
- The relationship between freedom of religion, and in particular the right to manifest religious beliefs, and women's right to equality;
- Freedom of expression issues, including censorship imposed on women writers, or censorship of materials and information on equality rights;
- Limits on the production and distribution of family planning information and limitation, including by private actors, of women's access to such information;
- The relationship between the exercise of article 27, relating to the rights of ethnic, religious or linguistic minorities, and women's right to equality.

COMMITTEE ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS (CESCR)

The 18-member CESCR monitors implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR). Article 2 of the Covenant provides that the rights recognized in the treaty apply to individuals without discrimination on the basis of sex and other grounds. This is reinforced by article 3, which establishes States parties' obligation to ensure the equal right of women and men to the enjoyment of the rights contained in the Covenant. Article 7 guarantees equal conditions of work for women, including equal pay for equal work. Article 10 establishes that both parties to a marriage must freely consent to it, and includes protection for working mothers, including paid maternity leave. Article 12, on the right to health, addresses the reduction of stillbirth rate and infant mortality.

The Committee includes issues relating to the enjoyment and protection of the rights of women under the Covenant in its formulation of the lists of issues addressed to States parties, and in the oral questions raised during consideration of States parties' reports. The Committee regularly addresses women's rights and gender issues, often in some detail, and with regard to various rights protected under the Covenant.

Gender issues considered by the CESCR

- Equality legislation and its implementation, and lack thereof;
- Persistence of de jure and de facto discrimination and lack of equality;
- Women's subordinate role in society, and the persistence of customs and traditions that affect women's equal enjoyment of the rights protected by the Covenant;
- Mechanisms to promote the equal status and equal rights of women and men, such as councils, ombud and commissions, and to investigate allegations of discrimination;
- Women's inequality and discrimination against women in employment and remuneration, including equal-pay legislation and its (non-)implementation, pay and wage gaps, equal pay for work of equal value, access to employment, working conditions, representation in and access to higher professional positions, unemployment, exploitation of female workers, sexual harassment, paid/unpaid maternity leave and freedom of movement;
- Education, including lack of education, access to education, disparities between women and men in educational achievements, women's participation in education and professional life, and illiteracy;
- Social benefits, including social security, and discrepancies in pension benefits;
- De facto discrimination within family and marriage, including arranged marriages, forced marriages, polygamy and age at marriage;
- Violence against women, including harmful traditional practices, female genital mutilation, domestic violence and marital rape;
- The situation of particularly vulnerable groups of women, such as divorced women with children, migrant women workers and foreign women working as domestic servants;
- Women's overall socio-economic situation;
- Health, including maternal mortality rate, mother-child programmes, teenage pregnancy rates, and abortion;
- Inheritance rights, and credit and landownership rights;
- Rights of rural women, including the right to benefit from agrarian reforms;
- Prostitution.

The CESCR's concluding comments frequently address structural and systemic gender issues that affect women's enjoyment of their human rights. For example, for the Gambia, "The Committee notes in particular the socio-economic situation of women, whose disadvantage appears to be rooted in traditional practices and in lack of education, among other things" (Gambia, E/1995/22); and for Paraguay, "The Committee also recognizes that the persistence in Paraguayan society of attitudes engendered by a culture in which men are treated as superior to women does not facilitate the full implementation of article 3 of the Covenant" (Paraguay, E/1997/22).

The Committee routinely raises issues of inequality and discrimination with regard to:

- The right to equal treatment at work, including with regard to equal access to and opportunities in work, equal remuneration, and unemployment rates;[32]
- The right to education, including the reduction of illiteracy rates, and to educational achievement;[33]
- Violence against women, especially domestic violence, and harmful traditional practices.[34]

The CECSR's general comments

The Committee has adopted eight general comments. In its general comment 4 on the right to adequate housing, the Committee states:

"The right to adequate housing applies to everyone. While the reference to 'himself and his family' [in article 11 (1) of the Covenant] reflects assumptions as to gender roles and economic activity patterns commonly accepted in 1966 when the Covenant was adopted, the phrase cannot be read today as implying any limitations upon the applicability of the right to individuals or to female-headed households or other such groups. Thus, the concept of 'family' must be understood in a wide sense. Further, individuals, as well as families, are entitled to adequate housing regardless of age, economic status, group or other affiliation or status and other such factors. In particular, enjoyment of this right must, in accordance with article 2 (2) of the Covenant, not be subject to any form of discrimination".[35]

General comment 4 discusses the legal security of tenure, and the availability of services, such as potable water, energy for cooking, sanitation and washing facilities, and food storage, issues which are of particular significance to women. However, the general comment does not elaborate on any particular factors or concerns that arise in conjunction with women's enjoyment of various aspects of the right to housing.

General comment 5 discusses the relevance of article 3 of the Covenant for women with disabilities, stating that "persons with disabilities are sometimes treated as genderless human beings, with the result that the double discrimination suffered by women with disabilities is often neglected".[36]

The Committee is in the process of elaborating a general comment "on ensuring gender equity in the implementation of economic, social and cultural rights", and has designated two of its members to take the lead in preparing a draft.[37]

Next steps for the CESCR

In its statement to the Fourth World Conference on Women, the Committee stressed that the Covenant "constitutes an indispensable element in any comprehensive framework for the promotion and protection of the rights of women".[38] To ensure the realization of the promise of the Covenant for women, the Committee should consider:

- The extent to which the Committee's and States parties' current understanding and interpretation of the rights protected by the Covenant cover, or might fail to cover, women's experiences. For example, the extent to which the right to work, and work-related rights, are understood to cover the many forms of remunerated and unremunerated work performed by women in the formal and informal sectors (work in family enterprises, agricultural and subsistence work, sex work etc.);
- Obstacles to women's full enjoyment of the right to work, such as sexual harassment, child care needs, family and caring responsibilities;
- The extent to which social security and social assistance rights are responsive to women's forms of work, and explicitly take into consideration women's greater vulnerability to loss of employment and interrupted employment, health issues of women and other family members, and loss of family members who provide monetary support to the family;
- The extent to which women's marital status affects their de facto access to work, and opportunities at work, including women's childbearing function;
- The extent to which various forms of violence against women, including domestic violence and sexual harassment, affect women's ability to enjoy the rights provided for in the Covenant, such as their right freely to choose or accept gainful employment, or the right to adequate housing.

Examples of CESCR consideration of gender

"With regard to the general provisions of the Covenant, in particular article 3, the Committee notes with concern that, despite the efforts of the Government, women still occupy a subordinate role in Mauritian society."
Mauritius, E/1995/22

"Many forms of discrimination against women, both in legislation and in everyday life, prevent women from exercising their economic, social and cultural rights. The Committee also deplores the fact that such fundamental freedoms as the right to work, to education, to freedom of movement, and the right freely to choose a spouse are not fully guaranteed for Algerian women."
Algeria, E/1996/22

"The Committee views the situation of women in Korean society as very unsatisfactory. In all areas of life women suffer from discriminatory practices due to many factors, including long-standing cultural prejudice."
Republic of Korea, E/1996/22

COMMITTEE ON THE RIGHTS OF THE CHILD (CRC)

The CRC is the 10-member treaty body established to monitor the Convention on the Rights of the Child. The Convention is the most widely accepted human rights treaty. It is the only international human rights instrument currently in force which consistently uses both masculine and feminine pronouns throughout, and makes it explicit that the rights it contains apply equally to female and male children. The Convention also confers rights upon women where they are critical for the enjoyment of rights by children. For example, article 24 obliges States parties to take all appropriate measures to provide pre- and post-natal care for expectant mothers, education relating to the advantages of breastfeeding, and family planning education and services. Article 18 of the Convention also identifies the upbringing of children as the common responsibility of both parents.

Since its first session in 1991, the Committee has incorporated gender concerns in its dialogue with States parties. The lists of issues addressed to States parties, and the oral questions raised during the consideration of reports, incorporate a gender perspective.

General comments and other practices of the CRC

The Committee has not yet adopted the practice of formulating general comments or recommendations. It does, however, hold regular "general discussion days", during which thematic issues are considered. The situation of the girl child has been considered during these discussion days, in a number of contexts, including economic exploitation, and the family. The Committee also devoted its general discussion day at its eighth session (1995) to the topic of the girl

The CRC addresses gender issues

- Legal and de facto equality of girls, and measures taken to ensure to girls equal rights;
- Discriminatory and stereotypical attitudes, prejudices and practices towards girls;
- Marriage age, especially early marriage age of girls, and forced marriage;
- Violence against girls, including traditional practices harmful to girls and women, female genital mutilation, sexual abuse, incest, trafficking, sexual exploitation, girl servants, bride price, female prenatal sex selection, rape and impunity for rape when followed by marriage;
- Child prostitution and child pornography;
- Girls' health, including family planning education, abortion rates, clandestine abortions, and high mortality rates for girls;
- Lack of access to health care and reproductive health care, and adverse health practices;
- Teenage pregnancy rates;
- Education and literacy rates of girls, school retention and drop-out rates, and educational opportunities for girls;
- Family planning education and services;
- Inheritance rights of girls;
- Girl child labour;
- The situation of girls in single-parent, female-headed households;
- Maternal health care, including prenatal services, breastfeeding and paid maternity leave;
- Early/teenage pregnancy;
- The low status of girls in society.

child as part of the preparations for the Fourth World Conference on Women.[39] In 1997, the Committee held general discussions on traditional practices detrimental to the health of women and children, in particular female genital mutilation, and on traditional attitudes and stereotypes, and the special situation of, *inter alia,* the girl child, child victims of sexual abuse and exploitation, and refugee children.

Next steps for the CRC

Some of the further issues the Committee could consider include:

- Reproductive rights of girls, including access to family planning and contraception and information thereon;
- Juvenile justice issues affecting girls, including those related to abortion;
- Needs of particular groups of girls, such as refugee and displaced girls;
- Health rights of girls, including nutrition and protection from sexually transmitted diseases and from HIV/AIDS;
- The situation of working girls, including conditions of work, forced labour/slavery, and protection from exploitation, including sex work;
- Violence against girls in the family.

INTERACTION OF THE OTHER CORE TREATY BODIES WITH CEDAW

The core treaty bodies have different levels of interaction with the Committee on the Elimination of Discrimination against Women. For example, CERD has no formal mechanism to follow the work of CEDAW and to cooperate with it on issues of common interest apart from discussions during the annual chairpersons of treaty bodies meetings.[40]

At its twelfth session in 1995, the Committee against Torture designated one of its members to follow the activities of CEDAW.[41] During its twentieth session in 1998, the CAT decided that one of its members would act as thematic rapporteur on issues relating to gender.[42]

Information about the work of CEDAW is provided to the HRC by its secretariat.[43] The HRC has also designated one of its members to follow the work of CEDAW, and to report back to it.

At its sixth session, the CESCR designated one of its members to follow the work of CEDAW. The CESCR has also made extensive use of reports of States parties that were submitted to CEDAW[44] when it considers implementation of the Covenant in a State party in the absence of a report.

In November 1996, the first joint meeting between members of the CRC and CEDAW took place in Cairo, Egypt. Working methods and the development of concrete social indicators on child rights and women's rights were discussed and a workshop to examine ways to coordinate action to promote the two Conventions was also held. UNICEF has convened several meetings to address issues of common interest in the framework of the Convention on the Rights of the

Child and the Convention on the Elimination of All Forms of Discrimination against Women. In September 1998, the CRC participated in a dialogue with members of CEDAW on the issue of family violence, and a consultation on family violence took place in Geneva in October 1998. Perhaps the greatest interaction between the treaty bodies and CEDAW is that with the CRC. The latter has also designated one of its members to follow the work of CEDAW.

Human rights treaty bodies call for sex-disaggregated data

In their reporting guidelines, general comments and concluding observations/comments, several treaty bodies require that data and information be disaggregated by sex. Such information can greatly facilitate a prima facie assessment about the position of women and men with regard to particular rights or issues, and thus give an initial indication of difference and potential disadvantage. While remedying the lack of such data is primarily a responsibility of States parties, committees' explicit request for such data, and related analysis, may provide an incentive for Governments to provide such information in a more systematic manner.

CONCLUDING COMMENTS AND RECOMMENDATIONS

Clearly, human rights treaty bodies can make a contribution to further efforts towards integrating a gender perspective into the understanding of human rights norms through their assessment of compliance with treaty obligations by States parties. The process of constructive dialogue, the formulation of concluding comments and observations and the elaboration of general comments and recommendations provide these bodies with opportunities to expand understanding of the meaning of rights and the steps required by States parties to meet their obligations in ensuring enjoyment of those rights. Treaty bodies are well placed to challenge the traditional focus of international human rights law on violations of rights committed directly by the State. In so doing, they can clarify State obligations to prevent and redress violations of human rights by private persons, including husbands, other family members and employers. Treaty bodies also have the opportunity to make clear that women's different life experiences, in both private and public life, including in employment, education or political life, need to be addressed explicitly so that obstacles to their enjoyment of rights can be identified clearly. Treaty bodies are also well placed to explore and clarify the obligations of States to respect, protect and promote and fulfil human rights for women, as well as men.

Review of the work of the five mainstream treaty bodies in the five years since the adoption of the Vienna Declaration and Programme of Action indicates that for the most part these bodies have tried to take account of the situation of women within the framework of guarantees of equality and non-discrimination in the enjoyment of human rights. They have also focused on situations that are specific to women in particular the vulnerability of women to the various forms of gender-based violence. These bodies are also in the process of developing an awareness of the gendered nature of some human rights, for example, the gender factors which impede full enjoyment of the right to life.

However, these treaty bodies have not yet clearly acknowledged that gender is an important dimension in defining the substantive nature of all rights, especially where there is no explicit non-discrimination guarantee. This is seen particularly in the conceptualization of torture and in the context of racial discrimination, where there are no non-discrimination or equality guarantees. Even in those cases where such guarantees are present, the impact of gender on other rights requires further exploration. For example, the impact of gender factors on the definition of the right to work, housing, an adequate standard of living, freedom of expression and freedom of movement requires further analysis.

Integrating a gender perspective into the work of the treaty bodies is thus a conceptual, as well as an institutional, issue. A gender perspective of human rights requires more than recognition of women's experience of violations that are identical to those suffered by men. It requires more than focus on discrimination against women in the enjoyment of rights protected in human rights treaties, and it also requires more than attention to specific issues of relevance to women, such as violence against women, or women's reproductive function and connected roles. Integrating a gender perspective requires that women's and men's socially constructed realities be addressed explicitly in the context of each of the rights in human rights conventions with a view to preventing, or at least reducing, women's traditionally accepted disadvantages.

The following recommendations, addressed to the treaty bodies, their secretariats, entities of the UN system and NGOs, aim to accelerate integration of gender perspectives in the work of the treaty bodies.

- Treaty bodies should consider making explicit commitments to integrating a gender perspective in their work. They should continue to discuss the relevance of gender in international human rights law and take systematic steps to integrate gender perspectives in their work.
- Treaty bodies should consider making a regular review of reporting guidelines, their list of issues and questions, and their concluding comments/observations to monitor the extent of their integration of a gender perspective in their consideration of States parties' reports.
- CERD should examine the impact of the intersection of race and gender on the implementation of the Convention on the Elimination of All Forms of Racial Discrimination.
- Treaty bodies should continue to elaborate general comments/recommendations or conduct general discussions on specific articles or issues of particular relevance to women and the girl child. They should also consider addressing the impact of gender in the context of the enjoyment of other rights. Treaty bodies should also consider reviewing past gender comments/recommendations to ensure integration of a gender perspective.
- Treaty bodies could consider whether mechanisms such as early warning procedures and inquiry mechanisms might provide further opportunities for reviewing situations characterized by serious gender-based violations of rights. For example, human rights mechanisms, including special rapporteurs, reported on gender-based violations of the rights of women belonging to certain ethnic and/or religious groups at various stages of the conflict in the former Yugoslavia. Similar occurrences might provide opportunities for CERD, for example, to monitor gender-specific violations under its early warning mechanism.
- The establishment of joint working groups, or cooperation among committee members designated to prepare drafts for general comments/recommendations with CEDAW members, could be pursued. In this conjunction, the parallel drafting of general comments/recommendations on articles 7 and 8 by CEDAW and article 25 by the HRC, and ongoing work on article 12 by CEDAW and article 12 by the CESCR, offered opportunities for increasing such cooperation. General awareness about ongoing work on general comments/recommendations should therefore be increased. When scheduling days of general discussion, committees could encourage the participation of persons/organizations having particular expertise on the gender dimensions of the topic. Meetings of members from all treaty bodies on particular rights, such as the Round Table on Human Rights Approaches to Women's Health, held in 1996, could be replicated.
- Women-specific NGOs should seek to provide gender-specific inputs to the work of all treaty bodies. "Human rights" NGOs should continue their work on women's human rights.
- Treaty bodies could call on their secretariats to commission, and on NGOs and the academic community to undertake, studies that would contribute to the clarification of the gender dimensions of rights.
- Efforts should be undertaken to improve normative consistency among the treaty bodies in concluding comments and general comments/recommendations. Pending the completion of readily accessible databases on the jurisprudence of all of the treaty bodies, the secretariats of the treaty bodies should provide pertinent background information. The appointment of committee members to follow the work of other treaty bodies, and to provide regular briefs thereon, should be encouraged to facilitate achievement of this goal.
- Entities of the UN system should continue to submit information to treaty bodies, including gender-specific information within the scope of the respective treaty.
- States parties should provide information disaggregated by sex to all treaty bodies, and prepare their reports in a gender-sensitive way ensuring that the factors women encounter in the enjoyment of rights are made explicit.[45] Information submitted to CEDAW should be adapted more systematically and submitted to other treaty bodies under the relevant articles.
- Cooperation between the five mainstream treaty bodies and the Office of the High Commissioner for Human Rights, on the one hand, and the women-specific treaty body CEDAW and the DAW, on the other, is important. To that end, the OHCHR, in collaboration with the DAW, should in a more systematic manner bring CEDAW results to the attention of treaty bodies. Briefings on gender issues could be organized on a regular basis for new members of committees, and on relevant work done elsewhere in the UN system. Channels of communication should be established between members of the mainstream treaty bodies designated to follow the work of CEDAW and its secretariat, to facilitate the regular provision of information on CEDAW's activities to them.

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ENDNOTES

[1] The analysis is based on the treaty bodies' work since 1993, i.e., after the adoption of the Vienna Declaration and Programme of Action, until early 1998. The following documentation formed the basis of the analysis: summary records of the treaty bodies' consideration of States parties' reports since mid-1993 as available; and a complete set of concluding comments issued by treaty bodies from mid-1993 to the end of 1997, contained in the committees' annual reports. CERD: A/48/18 (starting from the Committee's 43rd session in August 1993), A/49/18, A/50/18, A/51/18 and A/52/18. CAT: A/49/44, A/50/44, A/51/44 and A/52/44. HRC: A/49/40, vol. I; A/50/40, vol. I; A/51/40, vol. I; A/52/40, vol. I; and concluding comments from the 61st session (Oct. 1997). CESCR: E/1994/23 (starting from the Committee's 9th session), E/1995/22, E/1996/22, E/1997/22 and E/1998/22. CRC: A/49/41 (starting from the Committee's 4th session in October 1993), A/51/41, and the concluding comments from the Committee's 12th to 16th sessions from July 1996 to October 1997.

[2] During the period under review, the Committee adopted approximately 110 concluding observations. Approximately 25 of those are of a largely procedural nature dealing with the non-submission of reports, the deferral of consideration of reports, or the non-participation of representatives of States parties in the dialogue.

[3] Example of Morocco, SR.1021, A/49/18, para. 217.

[4] A/51/18, para. 239.

[5] A/48/18, paras. 376 and 380, respectively.

[6] A/50/18, paras. 566 and 570, respectively.

[7] A/52/18, para. 521.

[8] HRI/GEN/1/Rev.3 and A/52/18.

[9] A/48/18, paras. 15-19, annex 3.

[10] A/49/18, A/50/18, A/51/18 and A/52/18.

[11] Examples include Zimbabwe, A/51/18, para. 93; and Namibia, A/51/18, para. 497.

[12] Examples include Libyan Arab Jamahiriya, SR.203; United Kingdom, SR.234; Senegal, SR.247; and Russian Federation, SR.264.

[13] SR.285.

[14] SR.284/Add.1, Ukraine.

[15] Peru, SR.193; Libyan Arab Jamahiriya, SR.201; and Morocco, SR.203.

[16] Republic of Korea, SR.266.

[17] Turkey, A/48/44/Add.1; and Egypt, A/51/44.

[18] A/50/505, paras. 34-35.

[19] A/50/40, para. 43.

[20] Including at the Committee's 61st session in October 1997.

[21] Japan, A/49/40, para. 101.

[22] Cameroon, A/49/40, para. 185.

[23] Examples include Jordan, A/49/40; Togo, A/49/40; Cyprus, A/49/40; Bolivia, A/52/40; and India, A/52/40.

[24] Examples include Paraguay, A/50/40; Sri Lanka, A/50/40; Switzerland, A/52/40; and Lithuania, 61st session.

[25] Examples include Slovenia, A/49/40; Zambia, A/51/40; Georgia, A/52/40; and France, A/52/40.

[26] Examples include Tunisia, A/50/40; Nigeria, A/51/40; and Lebanon, A/52/40.

[27] Examples include Nepal, A/50/40; Yemen, A/50/40; Russian Federation, A/50/40; Mauritius, A/51/40; Guatemala, A/51/40; and Sudan, 61st session.

[28] A/52/40, paras. 160 and 167.

[29] A/52/40, paras. 287 and 300.

[30] A/52/40, para. 348.

[31] For example, the HRC prepared a general comment on article 25 (political participation) at the time CEDAW was preparing a general recommendation on articles 7 and 8 (women's participation in public life).

[32] Examples include Austria, E/1995/22; Portugal, E/1996/22; Ukraine, E/1996/22; Spain, E/1997/22; Uruguay, E/1998/22; and Belarus, E/1997/22.

[33] Examples include Germany, E/1994/22; Morocco, E/1996/22; and Peru, E/1998/22.

[34] Examples include Suriname, E/1996/22; Guatemala, E/1997/22; Guinea, E/1997/22; and Russian Federation, E/1998/22.

[35] Para. 6 of general comment 4, HRI/GEN/1/Rev.3.

[36] Para. 19 of general comment 5, HRI/GEN/1/Rev.3.

[37] E/1998/22, para. 522.

[38] E/1996/22, annex VI, para. 11.

[39] See A/51/41.

[40] A/51/18, para. 626.

[41] A/49/44, para. 21, April 1994.

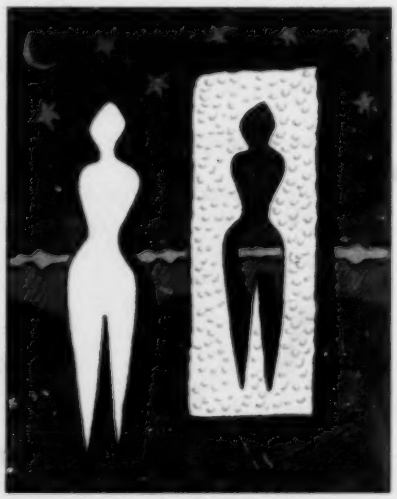
[42] May 1998, information taken from the summary record.

[43] See A/52/40, para. 17, stating, "At each of the Committee's sessions, the Representative of the Secretary-General informed the Committee about activities carried on by United Nations bodies dealing with human rights issues . . . [R]esults of the . . . sessions of the CEDAW Committee . . . were presented to the Committee."

[44] This was the case when the CESCR considered the state of implementation of the Covenant in Saint Vincent and the Grenadines, making use of the report that State party had submitted to CEDAW, E/1998/22, paras. 409 to 437.

[45] CSW Agreed Conclusions on human rights of women, E/1998/27 ("Ensure that their periodic reports to treaty monitoring bodies mainstream a gender perspective").

The cover design is adapted from "Women Free" by Edwina Sandys, which is based on the "Women Free" sculpture located at the Vienna International Centre. The 15 ft. (4.6 m.) high marble sculpture, dedicated in 1989 to the advancement of women, symbolizes woman stepping into the world with confidence.



Notable Events

11–15 January 1999
CEDAW
Pre-session working group
Twentieth session
UN Headquarters
New York

19 January–5 February 1999
CEDAW
Twentieth session
UN Headquarters
New York

8–10 February 1999
CEDAW
Pre-session working group
Twenty-first session
UN Headquarters
New York

1–19 March 1999
Commission on the Status of Women
Forty-third session
UN Headquarters
New York

7–25 June 1999
CEDAW
Twenty-first session
UN Headquarters
New Yoek

28 June–2 July 1999
CEDAW
Pre-session working group
Twenty-second session
UN Headquarters
New York

United Nations Division for the Advancement of Women
Internet information resources

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Here you will find links to:

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- News section (http://www.un.org/womenwatch/daw/news)
- Commission on the Status of Women (http://www.un.org/womenwatch/daw/csw)
- CEDAW (http://www.un.org/womenwatch/daw/cedaw)
- Beijing Declaration and Platform for Action (http://www.un.org/womenwatch/daw/beijing/platform)
- Beijing Follow-up (http://www.un.org/womenwatch/daw/followup)
- Archives of the Fourth World Conference on Women (http://www.un.org/womenwatch/daw/beijing)
- Calendar of events (http://www.un.org/womenwatch/calendar.htm)
- Publications on women, including back issues of *women*2000 (http://www.un.org/womenwatch/daw/public)

For gopher users, all DAW and FWCW information is available at: gopher://gopher.un.org:70/11/sec/dpcsd/daw

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United Nations Division for the Advancement of Women
Department of Economic and Social Affairs
Fax: 1 (212) 963-3463
Home location: http://www.un.org/womenwatch/daw
E-mail address: daw@un.org

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